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■ San Diego: Sun, Surf
and More on the
Pacific Coast

■ Interview Questions
You Should Be
Prepared to Answer

■ Age-Proof Your CV:
How to Compete in
Today's Job Market

Career Guide

PSYCHIATRY

American Psychiatric Association (APA) Annual Meeting
May 20 - May 24, 2017 - San Diego, CA



At University of Maryland Community Medical Group, we provide quality, convenient care close to home. With more than 300 primary care physicians, specialists, and advanced practice providers, we have a vast network of highly experienced providers, delivering care right in your neighborhood. Our 75 locations and over 500 clinical and administrative staff across the state mean that we are able to deliver care right in your neighborhood.

Our physicians are part of the renowned University of Maryland Medical System, offering top-notch and coordinated community care, as well as access to University of Maryland School of Medicine faculty specialists and one of the nation's leading academic medical centers.

UM Baltimore Washington Medical Center (UMBWMC), a member of University of Community Medical Group (UMCMG), located in Glen Burnie, Maryland (20 minutes south of Baltimore), has an opening for full time **Psychiatrists**, to join its team.

PHP, IOP and Bridge Clinic

- Leading a team of committed clinical staff in the PHP and IOP program for the treatment of patients requiring more intensive psychiatric care
- Working closely with a seasoned psychotherapist for treatment of patients in our transitional Bridge clinic located within the hospital

Inpatient

- 14 bed unit expanding to 24
- Inpatient and ED consults

Comp/Benefits

- **Competitive** compensation including incentive
- Relocation assistance and Loan Repayment/Forgiveness Counseling available
- **Comprehensive** benefits including malpractice with tail

UMBWMC is located between **Baltimore, Washington D.C, and Annapolis**, thus providing opportunity for water activities, living, etc.... as well as excellent schools, sports and culture activities.

Please Contact:

Jill Albach
Sr. Physician Recruiter
E. Jillalbach@umm.edu
P. (443) 462-5236

UMMS hospitals and health care facilities are equal opportunity employers and proud of an environment of diversity.

Contents



4

San Diego offers sun, surf and more for the whole family. See what sparks your interest.

10

Read about navigating **Interview Questions You Should Be Prepared to Answer.**



13

Find out how to **Age-Proof Your CV** and why it is a necessity.

San Diego: Sun, Surf and More on the Pacific Coast

Explore the natural beauty and history of San Diego.

When you think of California's beaches and warm climate, the Pacific Coast city of San Diego comes to mind. This eighth-largest US city has been called "the birthplace of California" and is fast becoming a healthcare development and biotechnology research center, thanks in part to the presence of the University of California, San Diego Medical Center.

Visitors, for their part, adore San Diego's mild year-round climate, world famous attractions and friendly, easy-going downtown vibe. The following attractions will make your visit to San Diego feel like you've officially spent time in California.

La Jolla Shores & Sea Caves

La Jolla shores is a mile-long beach with soft sand, clean water and gentle waves, making it ideal for sun bathers and nascent surfers. It is consistently ranked one of the best family-friendly beaches in the United States with its grassy picnic areas, a cheerful playground and the nearby Kellogg Park. La Jolla shores also boasts fire pits and volleyball courts and offers a limited number of beach wheelchairs. Dogs are permitted before 9am and after 6pm (4pm winter months) daily.

La Jolla Sea Caves is an underwater marine preserve consisting of 7 sister caves formed from a 75-million-year-old sandstone cliff. This seaside cavern is replete with sightings of seals, sea lions, dolphins, pelicans, (gentle) leopard sharks and other wildlife. The caves are situated in one of the most beautiful settings, with picturesque Torrey Pines State Park's Cliffs and La Jolla as its backdrops. Kayaking tours for cave exploration are available year-round for all skill levels, given optimal ocean conditions. La Jolla Coast Walk trail offers hiking from La Jolla Shores beach to La Jolla Cove.

As if the abundant outdoor activities weren't enough, La Jolla also has a beautiful seaside village with opportunities for shopping and dining for every budget. You can easily make a day of the "Jewel City" and experience everything it has to offer.

lajollabythesea.com

Balboa Park

Named for the Spanish maritime explorer Vasco Nuñez de Balboa, Balboa Park is a 1,200-acre urban cultural park managed and maintained by the Parks and Recreation Department of San Diego. In addition to open space areas, gardens, walking paths and natural vegetation, there is also the world-famous San Diego Zoo. The Park also offers multiple attractions like art studios, carousel ride and a mini railroad. It is home to fifteen major museums such as Marston House, Centro Cultural de la Raza and Fleet Science Center. The Botanical Garden, California Native Plant Garden and Alcazar Garden are a few of the cultural attractions among Balboa Park's lush gardens. Performing Arts in the Park offer family fun with Marie Hitchcock Puppet Theater and dancing at Bon Temps Social Club.

balboapark.org

Mission Beach/Coronado Beach

The classic boardwalk beach with almost two miles of ocean-front boardwalk, Mission Beach offers rental shops, miniature golf, bumper cars, rock climbing and an arcade. Belmont Park, an amusement park on the boardwalk featuring the Giant Dipper Roller Coaster is a main attraction for the millennial crowd with plenty of bars and a hot nightlife scene. Walking,



Visitors adore San Diego's mild year-round climate, world-famous attractions and friendly, easy-going downtown vibe.

jogging and biking are permitted on the boardwalk. Surfing boogie boarding and kite-boarding are also popular activities.

For a more romantic or family-friendly beach setting, Coronado's long sandy beaches are just the ticket. Consistently voted one of America's finest beaches, the sand literally sparkles thanks to mineral mica. Take a stroll along Orange Avenue's shops and restaurants with a backdrop of homes and mansions and the Hotel del Coronado (featured in Marilyn Monroe's 1958 film "Some Like It Hot"). Drive across the 200-foot tall Coronado Bridge and treat yourself to one of the best views in San Diego. Enjoy the tranquil waters of the San Diego Bay while enjoying views of San Diego.

sandiego.org/explore/things-to-do/beaches-bays.aspx

Gaslamp Quarter

The Gaslamp Quarter is a historic 16½ block district in Downtown San Diego near the Convention Center. The Gaslamps became a symbol of the district during its redevelopment in the 1980s despite their not being the main source of lighting. Formerly known as New Town, it is the site of numerous entertainment and nightlife venues, festivals and other events, including Mardi Gras, Taste of Gaslamp and Street Scene Music Festival. Much of the architecture of the district date back to the Victorian Era and are still used today by tenants who operate restaurants, shops and nightclubs.

In the heart of Gaslamp is Michael J. Wolfe Fine Arts. It has been the premiere location for original works and fine arts exhibits from international, national and up-and-coming local artists for almost 20 years. Gaslamp District also has theatres offering entertainment from movies to musical acts and dining at restaurants ranging from hip to high end.

Gaslamp Quarter celebrates its 150th anniversary this year. Join the celebration with a walking tour and hear stories of the past.


gaslamp.org/

Torrey Pines State Reserve

Hiking trails, plants and animals abound in this geological wonder located in La Jolla. This Natural Preserve is 2,000 acres of the wildest land on the California Coast, with 1,500 acres remaining as it was before San Diego was even developed! It gives you an idea of how the Kumeyaay people, California's original inhabitants, lived on the unspoiled lands and how it must have looked to early settlers. Visitors the world over go to Torrey Pines to enjoy the breathtaking overlooks, to walk the trail or to generally be at one with nature. Because Torrey Pines is a natural reserve, there are restrictions in place to protect the beaches, the lands, the plants and the animals that inhabit them. No food or drinks are permitted (no trash cans are provided to drive home this rule). No pets are allowed anywhere in the reserve. Groups of 25 or more visitors must obtain a permit to be on the land.

(continued on page 8)

Where Quality of Life and Quality of Care Come Together



Child/Adolescent Psychiatrist Opportunity in the Beautiful Berkshires ~ Western MA

We understand the importance of balancing work with a healthy personal lifestyle.

- Berkshires, a 4-season resort community
- Endless cultural opportunities
- World renowned music, art, theater, and museums
- Year round recreational activities from skiing to kayaking.
- Excellent public and private schools make this an ideal family location
- **Just 2 ½ hours from both Boston and New York City.**



Berkshire Health Systems Opportunity

- BE/BC Child/Adolescent Psychiatrist
- Collaboration with Clinical Psychologists, Neuropsychologists, Clinical Nurse Specialists, Social Workers, Behavioral Health nurses and other clinicians specializing in mental health
- Highly effective programs, treating close to 10,000 patients a year
- Competitive compensation and benefits package, including productivity option and relocation

Berkshire Medical Center, BHS's 302-bed community teaching hospital and Trauma Center, is a major teaching affiliate of the University of Massachusetts Medical School. With the latest technology and a system-wide electronic health record, BHS is the region's leading provider of comprehensive healthcare services.

This is a great opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system with award winning programs, nationally recognized physicians, and world class technology.

Interested candidates are invited to contact:
Shelly Sweet, Physician Recruitment Specialist
msweet@bhs1.org or
Apply online at: www.berkshirehealthsystems.org

PennState Health
Milton S. Hershey Medical Center

The Penn State Health Milton S. Hershey Medical Center Department of Psychiatry along with our clinical partner, the Pennsylvania Psychiatric Institute (PPI), is recruiting board eligible/board certified Child/Adolescent Psychiatrists.


PPI has a current team of 5 child psychiatrists and advanced practice providers. Open child psychiatry positions exist within outpatient and inpatient services, or a combination. To better serve the needs of our regional community, PPI has recently completed a programmatic expansion of its child mental behavioral health services including an opening of a new inpatient adolescent unit. The new unit ensures that adolescent patients are treated in a separate unit designed for their specific developmental needs.

Both positions will include a faculty appointment within the Department of Psychiatry at the Penn State College of Medicine. There would be ample opportunities for teaching medical trainees of all levels, as well as the capacity for other scholarly and administrative activities.

Board eligibility in child and adolescent psychiatry is required with certification within 6 years of hire.

For consideration, send your CV to:
Tami Tenbus, Physician Recruiter
Phone: 717-531-5065
Email: ttenbus@hmc.psu.edu

The Penn State Health Milton S. Hershey Medical Center is committed to affirmative action, equal opportunity and the diversity of its workforce. Equal Opportunity Employer – M/W/V/D



Child and Adolescent Psychiatrist Vacancies

Fort Belvoir Community Hospital Network seeks to hire Child and Adolescent Psychiatrist to work in both inpatient and outpatient environments. Fort Belvoir Community Hospital (FBCH) is the largest community hospital and one of only two joint treatment facilities in the Department of Defense (DoD). At the time of its grand opening in the fall of 2011, FBCH was the largest LEED Gold Certified Health Care Facility. At 1.3 million square feet, it is the architectural centerpiece of Fort Belvoir, a historic Army installation located on the rolling banks of the Potomac River, adjacent to George Washington's estate at Mount Vernon. Northern Virginia is known for exceptional school systems, varied entertainment options, historical landmarks, and proximity to our Nation's Capital.

The positions on-site at Fort Belvoir Community Hospital and at its outlying clinic in Dumfries, Virginia offer the possibility of resident supervision and research, should applicants be interested. All of the positions will afford candidates the opportunity to provide a critical service to Military Service Members and their families, who continue to be impacted by contingency operations around the globe. A substantial benefits package is also available, including 10 paid holidays, opportunities for paid trainings, robust annual & sick leave, Thrift Savings (401K), investment opportunities, federal retirement, and health & life insurance.

Minimal qualifications include completion of a Residency in Psychiatry, and a Fellowship in Child and Adolescent Psychiatry. We are particularly interested in individuals with expertise in Mood Disorders, Anxiety disorders, ADHD, and Autism Spectrum Disorders.

Come join our team!

Interested applicants should:

1. Go to the USAJOBS.gov website and complete an application <https://www.usajobs.gov/GetJob/ViewDetails/434006400>
2. Email a current CV to james.benjamin2.civ@mail.mil or rose.a.holmes2.civ@mail.mil



HACKENSACK MERIDIAN HEALTH OF NEW JERSEY

As the area's premier provider, Hackensack Meridian Behavioral Health Services has provided comprehensive mental health and substance abuse services to the residents of Monmouth, Ocean, and Middlesex Counties for over forty years. Hackensack Meridian Health is dedicated to providing outstanding Behavioral Health Services to all members of our communities.

Opportunities Include:

- Emergency Crisis Psychiatry – Raritan Bay Medical Center, Perth Amboy, NJ
- Neuro-Modulation Service – ECT and TMS- Jersey Shore University Medical Center, Neptune, NJ
- Staff Consultation Psychiatrist – Jersey Shore University Medical Center, Neptune, NJ
- Medical Director of Adult Inpatient Unit- Jersey Shore University Medical Center, Neptune, NJ
- Outpatient Psychiatry – Booker Behavioral Health, Riverview Medical Center, Shrewsbury, NJ
- Child and Adolescent Psychiatry – Ocean County, NJ
- Staff Consultation Psychiatrist – Bayshore Medical Center, Holmdel, NJ

Highlights include:

- Full-time Positions Available
- Participate in Mental Health and Addiction Interdisciplinary Team
- Comprehensive array of Behavioral Health Services
- Highly Competitive Compensation and Benefits Package

Hackensack Meridian Health is a leading not-for-profit health care network in New Jersey offering a complete range of medical services, innovative research, and life-enhancing care aiming to serve as a national model for changing and simplifying health care delivery through partnerships with innovative companies and focusing on quality and safety.

For immediate consideration please forward your CV to
Renee Theobald, Corporate Physician Recruiter
Renee.Theobald@HackensackMeridian.org
732-751-3597 Office
908-839-5693 Cell



ROCHESTER REGIONAL HEALTH is transforming the future of psychiatric care in central and western New York. We're working to make the lives of our patients better, easier, healthier.

Join us to do something remarkable every day.

➤ **VISIT US** at booth #436 at the APA annual conference.

RochesterRegional.org/PhysicianCareers

ROCHESTER
REGIONAL HEALTH

Psychiatrist - \$30,000 Sign-on Bonus

HealthEast is seeking a **Psychiatrist** to join its **growing mental health team**. HealthEast is the leading health care provider in the Twin Cities' East Metro area. From prevention to cure, we meet the needs of the community with family health and specialty programs that span four hospitals -- Bethesda Hospital, St. John's Hospital, St. Joseph's Hospital and Woodwinds Health Campus -- plus 14 clinics, home care and medical transportation. HealthEast has nearly 7,500 employees and nearly 850 physicians on staff. Our focus is optimal health and well-being for our patients, our communities and ourselves.

HealthEast is expanding its **mental health units at St. Joseph's Hospital** to better serve the community. The full expansion will include a total of 36 rooms, nearly **50% increase in the inpatient mental health care units**.

Practice Details:

- Provide specialized medical care to patients in the evaluation and treatment of mental, addictive, and emotional disorders
- **Practice flexibility** with Inpatient, Outpatient and ED with a focus on adult psychiatric care and medication management
- Actively participate in creating and implementing improvements
- Opportunity to be a part of a growing team ensuring clinical excellence by ensuring quality, focusing on the patient experience, operational and clinical excellence
- **Full-time (1.0FTE)**
- A fully integrated electronic medical record (Epic) is utilized
- Call every 4th weekend (negotiable)
- H1B Visa accepted

Qualifications:

- Must be BE/BC Psychiatry
- Ability to obtain MN license, DEA
- **Geriatric certification** and experience highly preferred
- ECT (Electro Convulsive Therapy) certification highly preferred

If you or someone you know is interested in learning more, please contact **Marquita Wagner** at mrwagner@healtheast.org or call **1-866-610-7219**.

To view all of our career opportunities, please visit www.healtheast.org/careers.



(continued from page 5)

Visit the website for details on free public walking tours.

torreypine.org

House of Hints

Escape the distractions of the world for an hour and put your problem-solving faculties to work in one of America's top ten escape games venues. You are locked in a room together with a group of 3-5 people and must work together solving puzzles and sorting through clues to find the key that unlocks the door to your freedom. A moderator, or host, facilitates with clues and with 8 rooms ranging in difficulty, there are activities for different skill levels.

House of Hints keeps information close to the vest to keep the mystery intact, so you won't find detailed web site pages or in-depth reviews of their facilities. If you enjoy solving mysteries, puzzles and code cracking (while racing against time), you will love House of Hints.

houseofhints.com

USS Midway Museum

As one of America's longest serving aircraft carriers, you get the opportunity to experience life as a US sailor during the 20th century. The USS Midway is a maritime museum at Navy Pier that operated from 1945 to 1993 during which time over 200,000 sailors served aboard. More than 1 million visitors each year visit the popular naval warship museum, which hosts more than 700 events annually, including an overnight program for children. USS Midway offers self-guided audio tours narrated by former Midway sailors for locations ranging from the engine room and galleys to the sleeping quarters and officers' quarters. Additionally, twenty-nine restored aircrafts on board help bring Midway's history to life while flight simulators give you the feeling of soaring into the sky like an aircraft pilot. Visit the website for further information on hours and admission fees.

midway.org

Seaport Village

Seaport Village is a waterfront shopping and dining complex walking distance from the San Diego Convention Center and adjacent to San Diego Bay. It was built in 1978 on landfill over what was once Punta de los Muertos (Point of the Dead) where the Spanish expedition of 1782 buried their departed. Seaport Village is home to more than 70 family-friendly shops, galleries and eateries with views of the bay. The area is designed to be a walking environment with buildings joined by plazas and walkways and is primarily a car-free environment. Visit their website to learn more about attractions.

seaportvillage.com

Old Town San Diego State Historic Park

Explore California's history when you visit Old Town San Diego State Historic Park. Old Town San Diego's 19th century buildings are protected lands, preserved to look as it did during the Mexican and early American periods. It was once the seat of San Diego County until the late 1800, when settlers began moving to New Town (what is now known as the Gaslamp Quarter).

Five original adobes (clay houses) are part of the park and include shops, restaurants and museums. The museums are free of charge and feature restored and reconstructed 19th century offices, schools and businesses such as First San Diego Courthouse and Colorado House, a stage-coach stop and telegraph office. Old Town is also known for its authentic Mexican food and lively entertainment. Live Mariachi performers are daily attractions and local cantinas such as Old Town Mexican Café y Cantina and Café Coyote offer indigenous Mexican cuisine in open-air spaces. For more upscale dining, there is El Agave, home to an amazing Tequila collection.

sandiego.org/articles/old-town/old-town-san-diego.aspx

San Diego Zoo Safari Park

The San Diego Zoo is in Balboa Park and is home to over 3,700 animals. They pioneered the concept of the cageless exhibit, opting instead for natural animal habitats. They are also one of the few zoos in the world that successfully breed pandas. The Zoo offers guided tours by bus or by overhead gondola (called the Skyfari) throughout most of the park.

The Safari Park offers a more up close experience of the zoo with activities that put visitors closer to the African plains animals and their environment.

Activities include open air caravan safari rides, zip line safaris, overnight camping and other supervised adventures. The ticket prices are higher than average zoo prices, but there is a discount for advanced purchase. Members receive free unlimited admission to the San Diego Zoo and the Zoo Safari Park. Visit the website for details about events and admission.

zoo.sandiegozoo.org and sdzsafaripark.org ■



Coronado Beach



GREENVILLE HEALTH SYSTEM

Emergency Psychiatrist Greenville, SC

Greenville Health System (GHS) seeks an Emergency Psychiatrist as faculty in the Department of Emergency Medicine, Division of Emergency Psychiatry. Successful candidates should be prepared to shape the future of Emergency Psychiatry at GHS and contribute to the academic output of the department.

GHS is the largest healthcare provider in South Carolina and serves as the tertiary referral center for the entire Upstate region. As an integral system component, the Department of Emergency Medicine provides care in 6 Emergency Departments and 5 urgent care centers.

Our program offers:

- Division leadership that is dual trained in Emergency Medicine and Psychiatry;
- Dedicated Psychiatric Area within the ED;
- Team of psychiatric social workers and advanced practice providers with mental health training;
- Inpatient child and adult psychiatric units located on campus;
- Five Community Hospital Emergency Departments;
- Level 1 Trauma Center;
- Dedicated Pediatric Emergency Department within the Children's Hospital;
- Accredited 3-year Emergency Medicine Residency Program and 4-year Psychiatry Residency

The campus hosts 15 residency and fellowship programs and one of the nation's newest allopathic medical schools – University of South Carolina School of Medicine Greenville.

Faculty within the newly developed Emergency Psychiatry Division within the Department of Emergency Medicine enjoy a flexible work schedule, highly competitive salary, generous benefits, and additional incentives based on clinical, operational and academic productivity.

Greenville, SC is a beautiful place to live and work. It is one of the fastest growing areas in the country, and is ideally situated near beautiful mountains, beaches and lakes. We enjoy a diverse and thriving economy, excellent quality of life, and wonderful cultural and educational opportunities.

Public Service Loan Forgiveness (PSLF) Program Qualified Employer

Qualified candidates should submit a letter of interest and CV to:

Kendra Hall, Sr. Physician Recruiter, kbhall@ghs.org, Ph: 800-772-6987.

GHS does not offer sponsorship at this time. EOE



Inpatient Psychiatry Opportunity in Southeast North Carolina

NHRMC Physician Group in Wilmington, NC, is looking for an inpatient-based psychiatrist to join our network of more than 200 primary care and specialty providers.

NHRMC Physician Group's dedicated psychiatrists are committed to providing the highest quality of inpatient care. The group of seven physicians practices within the 62-bed New Hanover Regional Medical Center Behavioral Health Hospital.

Responsibilities will include:

- Team management within the NHRMC Behavioral Health Hospital for the evaluation and treatment of patients with:
 - Depression
 - Adjustment disorders
 - Bipolar disorder
 - Schizophrenia
 - Psychotic and personality disorders
- Inpatient consults for the main hospital and the NHRMC Betty H. Cameron Women's & Children's Hospital
- A strong presence in the NHRMC Emergency Department evaluating psychiatric patients

Interested candidates should contact:

Kathy Gresham
Director, Physician Relations
Kathy.Gresham@nhrmc.org



NHRMC Physician Group is a network of more than 200 primary care and specialty providers practicing throughout southeast North Carolina. It is part of New Hanover Regional Medical Center, a 769-bed multispecialty hospital system located in Wilmington, NC. For more information about the NHRMC Physician Group, visit www.nhrmcphysiciangroup.org.

Interview Questions You Should Be Prepared to Answer



When medical institutions and facilities look to hire physicians, they are looking not just to fill a position but for a leader who can respond well to stress, work well with others, communicate effectively with patients and foster a patient-centric environment.

For physicians actively looking for a job, the outlook is bright. According to the [Bureau of Labor Statistics](#), the employment of physicians and surgeons is projected to grow 14 percent from 2014 to 2024, much faster than the average for all occupations. The job market is bullish because of the increased demand for healthcare services by the growing and aging population.

This means that your job prospects for 2017 and beyond are excellent as hospitals and group practices are recruiting physicians with a sense of urgency. However, nailing the interview requires preparation and thought.

Beyond the usual questions regarding how you feel you will be able to contribute to the organization and the top qualities you are looking for in your next job, physician recruiters will ask questions that seek to consider a candidate's past behavior. This increasingly popular technique is known as behavioral interviewing and is based on the principle that past behavior can predict future behavior.

A physician recruiter from CompHealth.com, a healthcare staffing agency, outlines what he looks for when he brings on a new physician.

"In an ideal situation, quality is number one. I'm looking for a doctor with a strong skill set, but he (or she) also needs to communicate effectively with staff and with patients," he said. "Today's healthcare consumers are savvy and they want more than just a physician with good clinical skills. They want

somebody who is going to listen to them, take care of them and truly understand who they are."

In fact, according to the [Association of Staff Physician Recruiters \(ASPR\)](#), nearly 60% of in-house physician recruiters are using behavioral interview questions to determine factors such as:

- Your leadership skills
- How you handle stress in a fast-paced environment
- Your level of empathy
- Communication skills
- Problem-solving skills
- Your level of (patient) focus


To help you nail that interview, to follow are some of the top questions encountered by candidates for physician positions. This list is not exhaustive but is a good place to start. If two candidates have matching qualifications, the one who will get the job will almost invariably be the one who displays not just strong clinical skills but also high emotional intelligence - which is the ability to understand your own emotions as well as discern others' emotions, and then use that information to guide your thoughts and actions.

Here's a tip: what you say and how you say it will give interviewers an indication of how you will behave on the job.

Behavioral Questions

1. How do you react under pressure or in an emergency?

Spend some time to think about your answer. A good way to answer this would be to show that in emergency situations, your priority is the care of the patient.



"Today's healthcare consumers are savvy ; they want more than just a physician with good clinical skills."

2. Describe a time when you had a dispute with a colleague and how you handled it.

Answer this by painting the scenario and detailing the background; the action that you would take; and the outcome of the situation.

3. Have you ever had conflict with a supervisor? Describe the situation and how you handled it.

There is no textbook answer to this question. Drawing from your history will show recruiters how you would truly behave in such a situation.

The next four questions have no right or wrong answers.

When you get open-ended questions, include examples in your responses. Providing details and responses will enable the interviewer to see if you are a 'match' for the job.

4. What is the biggest mistake you've ever made on the job, and what did you learn from it?

5. Describe a time when you were faced with a stressful situation and you demonstrated your coping skills.

6. Give me a specific example of a time when you had to conform to a policy that you did not agree with.

7. What do you do if you disagree with a patient?

Standard Questions

In addition to the above behavioral questions, give some thought to these standard questions:

What are your strengths?

This may not be a deciding factor, as most applicants have

something good to say about themselves. So, say something direct like: I have a strong work ethic, passion, compassion and can work well with others; or, I am great with kids.

What are your weaknesses?

Talk about a weakness that is tolerable: something that would not seem negative to the employer. An example would be that you are an overachiever, or that you always working too hard. Add as well, that you are continuously working to better yourself.

You can also talk about the skills you have improved on in your previous job. Outline your initial level of functioning and how you have improved in that time. This shows the interviewer that you can take the necessary steps to improve yourself.

A word of caution - make sure not to talk about your improving on a skill that is related to the job you are interviewing for. You don't want the interviewer to question your ability.

Why did you choose to become a physician?

Don't make the mistake of stating money as a key motivation; no one wants to hire a physician motivated solely by salary. Be genuine when you say something like "I have respect for human life; that is why I want to dedicate my life to the care and service of people."

Why are you leaving your current job?

Again, it is going to be difficult for you to know the best answer to such a question, let alone one that would impress the interviewer. You can cite things like a desire for more varied duties and responsibilities, or more opportunities for continuing education. *Never* bad-mouth a current or most recent past employer.

(continued on page 14)



WHERE A LANDSCAPE OF OPPORTUNITIES AWAITS PSYCHIATRIST

Gundersen Health System, located in La Crosse, Wis., is seeking a BC/BE Psychiatrist to join our Behavioral Medicine Department.

Practice highlights include:

- You will have the support you need to develop your ideal practice. Opportunities include Addiction Psychiatry, Inpatient and Outpatient Psychiatry or combination.
- Competitive salary, loan forgiveness, relocation and exceptional benefits.
- Teaching and research are supported.
- Great team that includes 12 Psychiatrists, 12 Psychologists, 4 Psych NPs and 20 Therapists.
- Gundersen is the first known health system in the nation to offset 100% of our fossil fuel use with local renewable energy.
- Participate in Gundersen Medical Foundation's Global Partners Program, working to create sustained connections with the Oglala Sioux Tribe on the Pine Ridge Reservation, S.D.; the Matagalpa district of Nicaragua; and Yatebon, Ethiopia.

Cathy Mooney, Medical Staff Recruitment
(608)775-3637

camooney@gundersenhealth.org

GundersenHealth.org/MedCareers

La Crosse is a historic, vibrant city nestled between bluffs and the legendary Mississippi River.

The region boasts great year-round outdoor recreation, excellent schools including three universities, affordable housing in safe neighborhoods, an endless variety of live entertainment and breathtaking beauty, making this a great place to call home.



Equal Opportunity Employer

Gundersen Health System, a not-for-profit organization, is an Equal Opportunity Employer. 10/13/13 1:31 PM 1/13/13

GUNDERSEN
HEALTH SYSTEM.

Where Caring Meets Excellence

Age-Proof Your CV: How to Compete in Today's Job Market

Why ageism has become a reality for physicians & what to do about it.

Ageism is a major challenge in every industry and medicine is no exception. Now more than ever, it's important that you do all you can to protect yourself. Today, having too much experience can be detrimental to your job prospects. According to a 2015 AARP Public Policy Institute study, a non-government organization for people aged 50 years and older, age discrimination has become the most prevalent discrimination in the workplace. Surveys on workplace age discrimination reveal that more than 60% of workers have experienced or at least witnessed age discrimination. "Most people won't even interview you at my age," says Joseph Heether, MD, a General Surgeon with over 28 years of experience. "I would talk to a hospital recruiter who says my CV and record look great, then never get a call from the hospital they were forwarded to. I never thought my age would be a problem in my profession."

Age-proofing your CV is a necessity

In addition to age, older workers are also at a numbers disadvantage which further exacerbates the problem. There are 89 million millennials (born 1981 through 1996) and 49 million Generation Xers (born 1965 through 1980) compared to 75 million baby boomers (born 1946 through 1964). Yet labor participation rate for those aged 55 to 64 is only around 65% while the rate is over 81% for those aged 25 to 54. Add to that the cost analyses companies engage in when making hiring decisions. The greater experience and higher salary requirements of an older doctor makes them expensive to companies looking to retire older and hire younger. "(Companies) are hesitant to take a chance on you when you're older," notes Heether. "They're afraid you may not want to work for the money they're offering. They figure also you may only be able to give them at most 10 years."

What Can You Do?

The first order of business as a job-seeker – get the interview. Your CV should not be more than 2 pages long and it is

important you limit your experience to the past 10 years. Going back any further will date you. It's also best if you exclude the years you graduated from college and medical school. The Age Discrimination in Employment Act (ADEA) prohibits age discrimination against people 40 and older, but it persists and is insidiously widespread.

Is It Your Age or Your Salary?

If you've made it through the initial screenings because you edited your CV, you could end up sitting across from a hiring manager who is not much older than your child with a mandate to hire based on an unofficial profile. At this point, being transparent is advisable. Remember, it is illegal to discriminate against an applicant 40 or older, so it may be difficult to tell whether any objection is to your age or to your higher salary requirement. Use the opportunity to overcome their prepared list of objections. Talk about the value your experience will bring and be one step ahead. Make it clear to the interviewer that your qualifications fit the profile and that you have no disqualifying health issues. You can suggest being brought on at the higher end of the salary range. You want to drive home the point that you're happy to come on board in a way that's comfortable for them. Getting your foot in the door is what matters most; it's much easier to discuss future opportunities for review and compensation when you're already in and can demonstrate the value you bring to the job.

Be More Than a Commodity

Try to think like a hiring manager. Return on investment, cost savings, and how you can add value to the position should be the focus of how you sell yourself. It's not enough anymore to have been in one place for 20 years. In addition, thoroughly research a company, talk to people inside and outside the company and learn exactly what they are looking for to tailor your presentation. You may not be able to do anything about a few gray hairs, but there are other areas you can control and cut a job search from months down to weeks. ■



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Elliot Health System is an equal opportunity employer embracing the strength that diversity brings to the workplace. We provide a welcoming and supportive environment for employees of all ethnic backgrounds, cultures, ages, lifestyles and physical abilities.

(continued from page 11)

What are your achievements so far?

List the awards you have achieved so far. Include scholarships, highlight any seminars that you have organized or been a presenter, and to display your dedication to the profession, make sure you also mention your memberships to any professional medical associations or societies.

Expect Unexpected Questions

According to Bob Levoy, a well-known author of seven books on human resources and practice management topics, "The purpose of these [unexpected] questions is to ascertain if job applicants are as capable and sincere as they say they are. They're all open-ended, allowing candidates to divulge as much or as little as they want." How a candidate answers these questions provides recruiters an inside look at the candidate to determine if he/she will be a good fit for the job.

For example:

When we call your references, what are we likely to hear?

It is best here to detail both the positives and the negatives.

Do you have any malpractice history?

Sometimes, candidates are stunned when asked this question. Remember to be up front. If you are dishonest, the truth can come back to haunt you at some point.

Paul Hannig, PhD, a psychotherapist with more than 40 years of interview training and experience says, "Expect anything and everything. There may be surprises. Prepare for unanticipated questions. The interviewers know what answers they want and the candidate may not be able to anticipate the hidden agenda of the interviewers. They will ask you questions about yourself, your philosophy, experience, and aspirations. Express your commitment to your profession and show your passion for the work. Be prepared to answer all questions about yourself. Appear open and authentic. A good sense of humor and a smile goes a long way."

There you have it. These questions were compiled based on experience of friends and colleagues, as well as formal and informal interactions with experienced interviewers and executives. They are guides for navigating an interview. You don't have to be mechanical, but there is no harm in rehearsing how to respond to these questions; role-play with a friend. Most importantly, be proud of your achievements and make them a highlight of your Curriculum Vitae. And don't forget, confidence is the key.

Good Luck! ■

Contributor: Tamara Thomas

Sources

BLS.gov; ASPR.org

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For more information about these practice opportunities, please contact **Elyse Weinstein MD, Chief of Mental Health, San Rafael**, at: Elyse.Weinstein@kp.org or call: (415) 491-3214.

To learn more about the positions and to apply, **please visit:** <http://physiciancareers-ncal.kp.org>. You may also email your CV directly to **Nicholas Chastain, Physician Recruiter-Psychiatry**, at: Nicholas.Chastain@kp.org or call: 510-625-4759.

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